

*Dr. Paul Katnik, Assistant Commissioner*



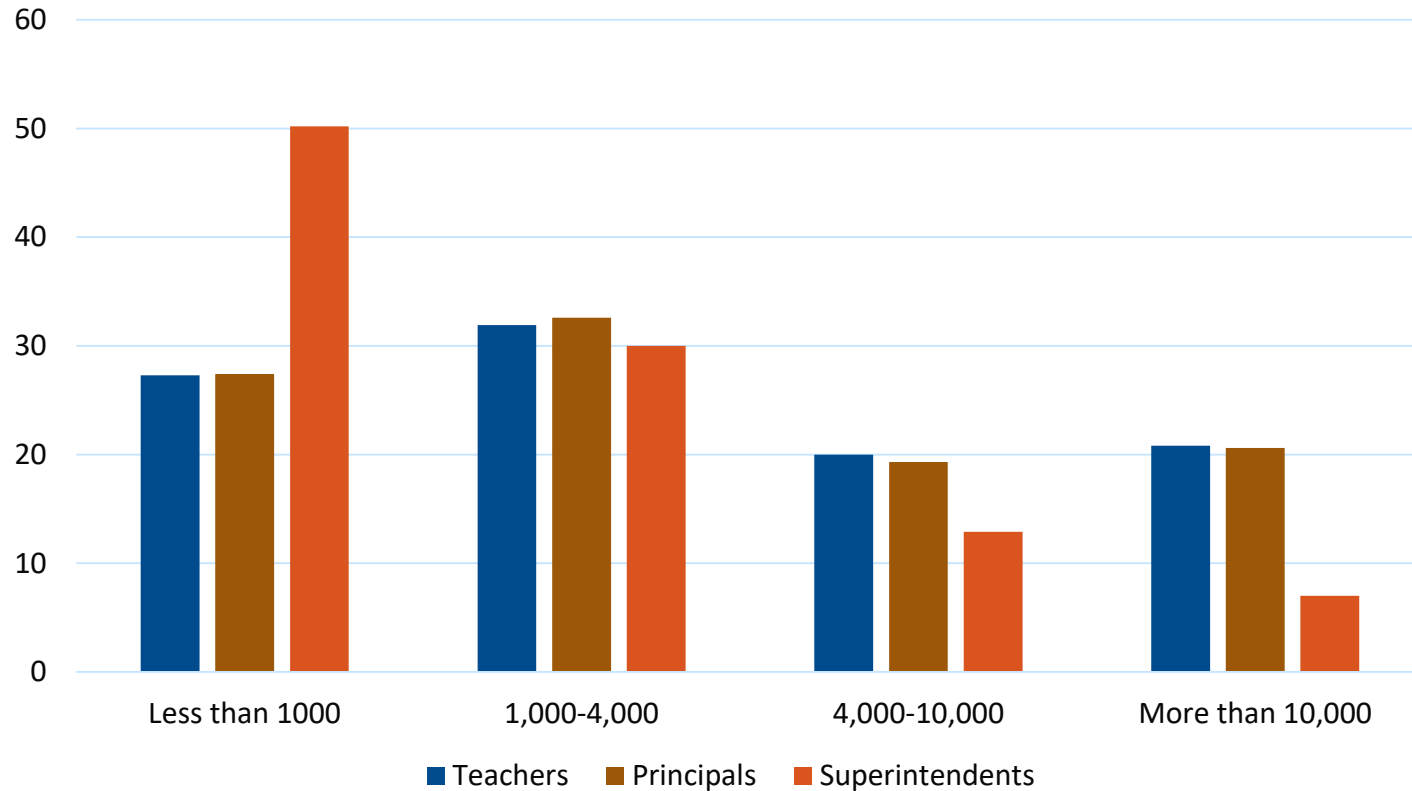
# Review of Educator Feedback

August  
2022

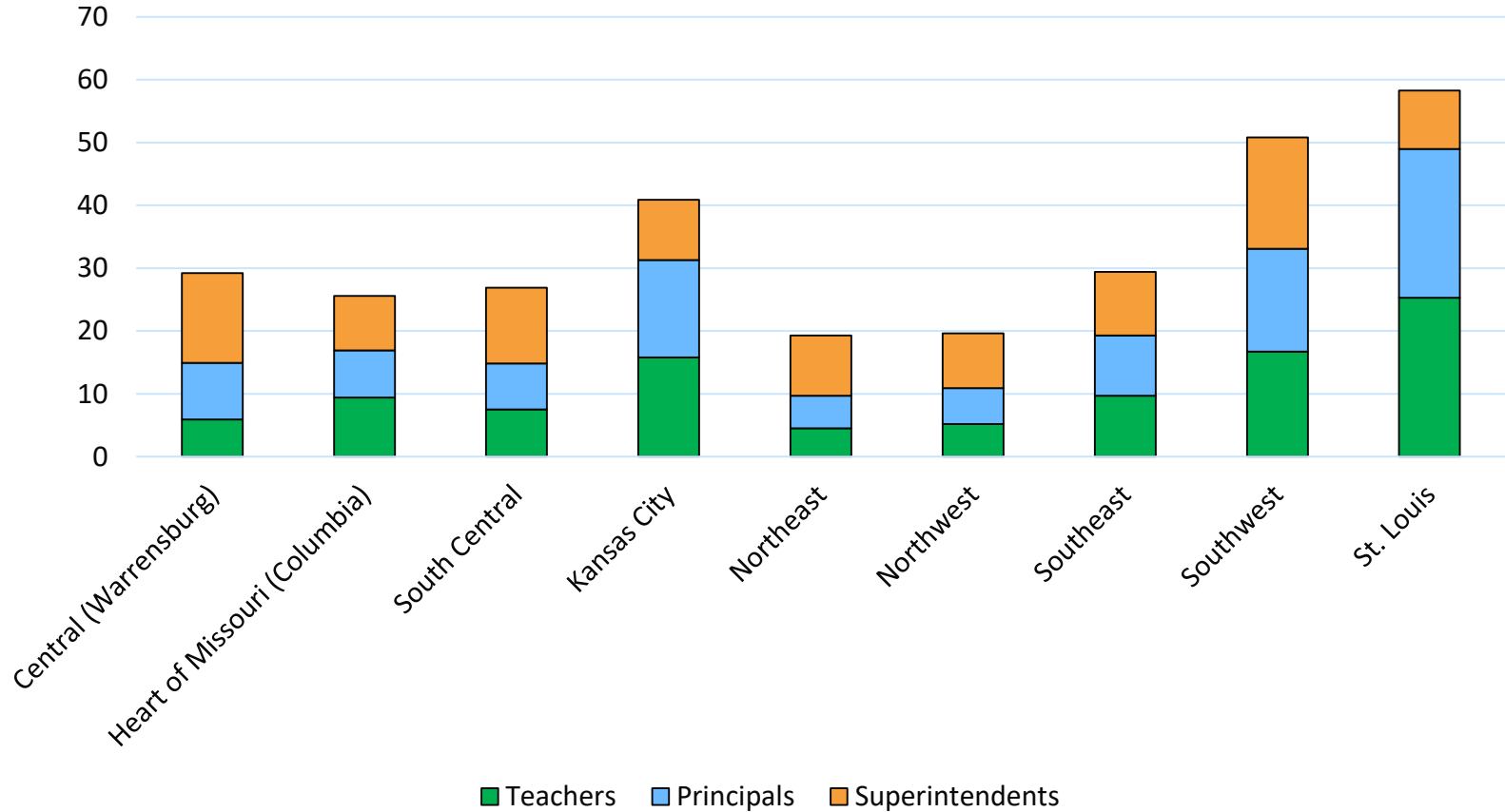


- Teachers: 15,169 (21.5%)
- Principals: 916 (41.0%)
- Superintendents: 357 (49.8%)

# Size of Schools and School Districts



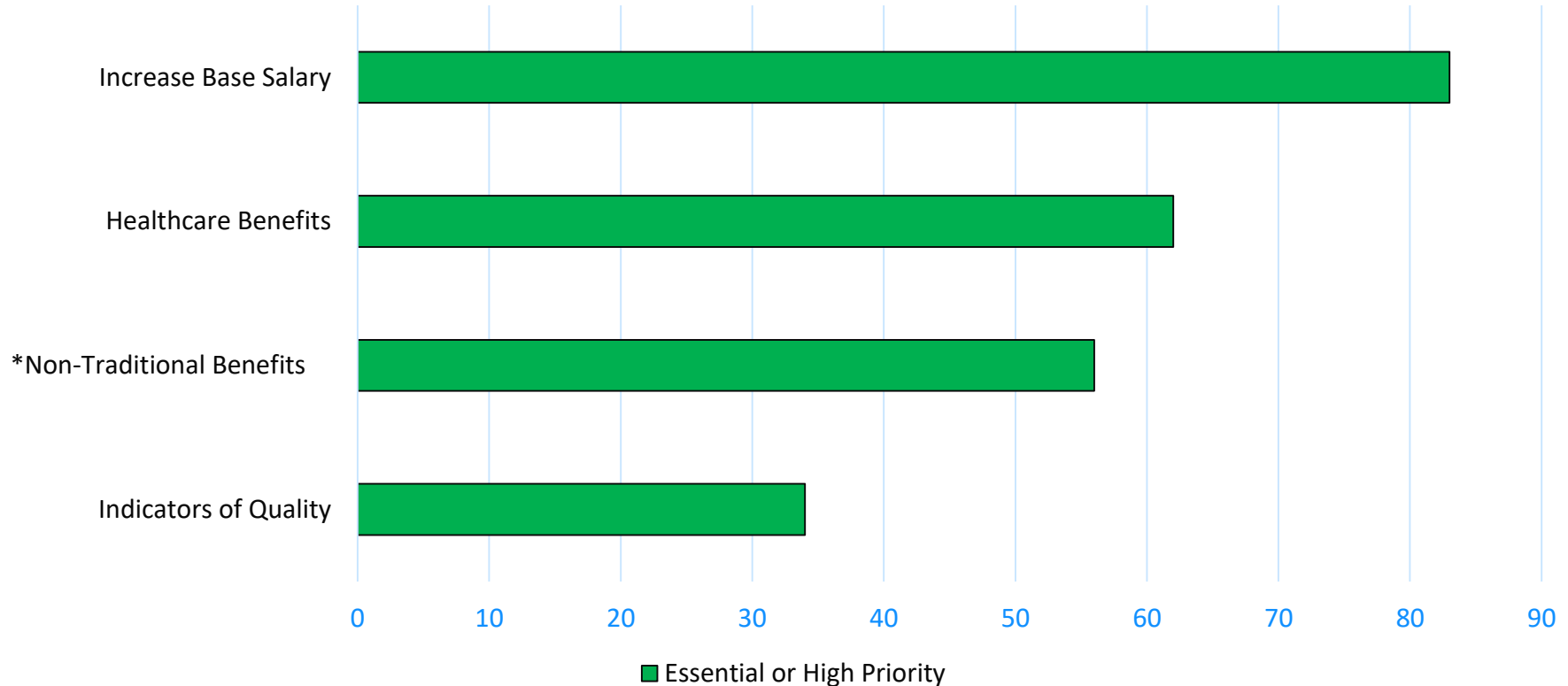
# Regions of the State



# Components of Teacher Compensation



## Essential or High Priority for Teachers

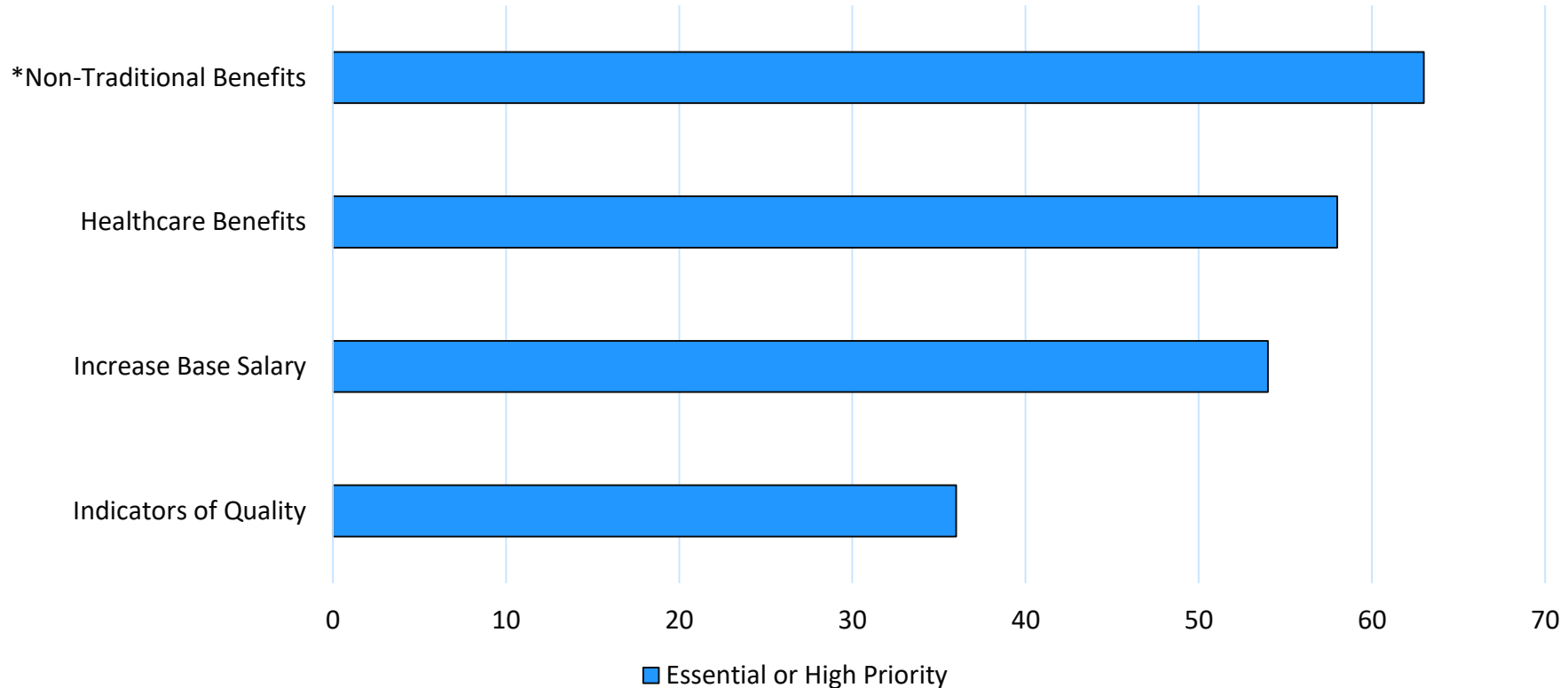


\* Flexible scheduling, student loan reimbursement, housing or childcare stipend

# Components of Teacher Compensation



## Essential or High Priority for Principals

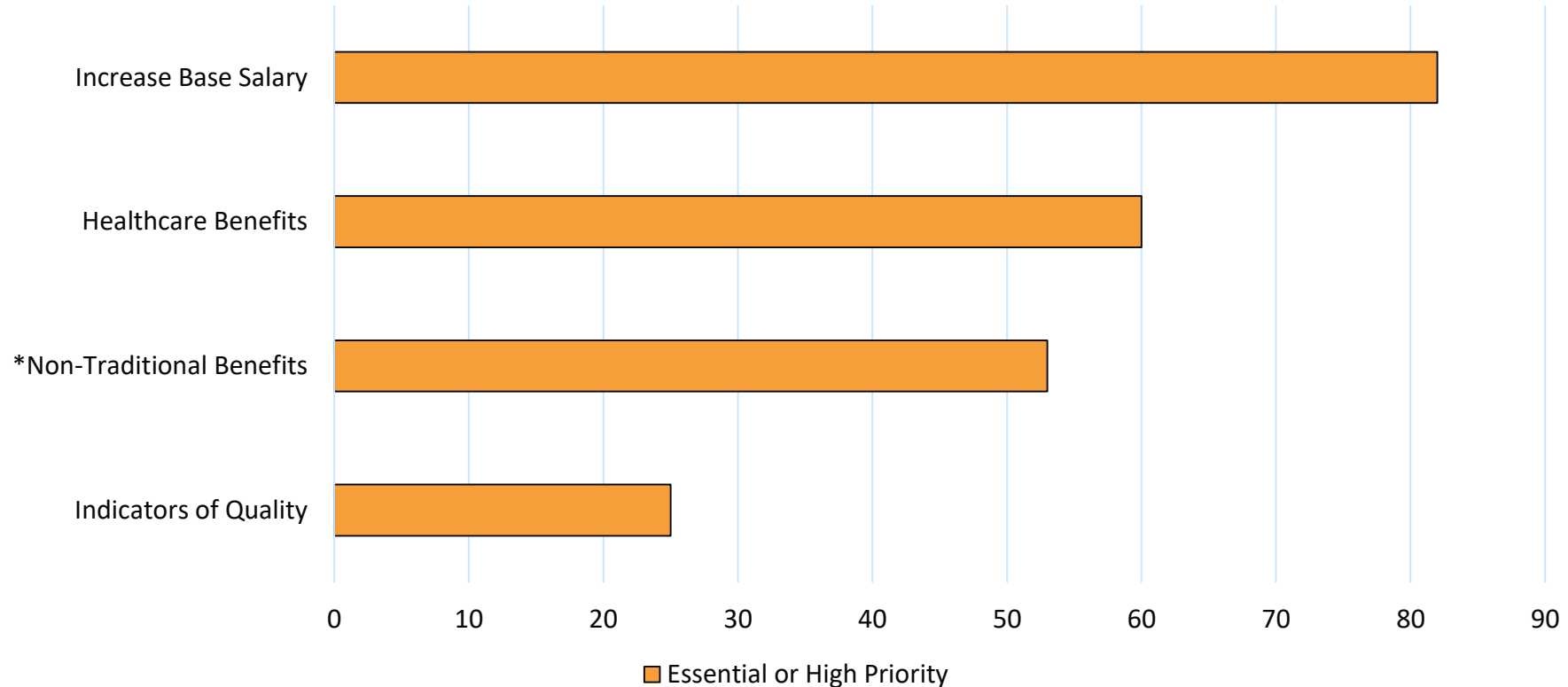


\* Flexible scheduling, student loan reimbursement, housing or childcare stipend

# Components of Teacher Compensation



## Essential or High Priority for Superintendents



\* Flexible scheduling, student loan reimbursement, housing or childcare stipend

# Non-Traditional Benefits



Teachers	Principals	Superintendents
Wellness Days (72.4%)	Student Loan Reimbursement (88.8%)	Student Loan Reimbursement (91.0%)
Student Loan Reimbursement (57.9%)	Childcare Stipend (66.8%)	Childcare Stipend (69.2%)
Housing Stipend (37.6%)	Wellness Days (61.6%)	Wellness Days (51.3%)
Childcare Stipend (32.8%)	Housing Stipend (34.4%)	Housing Stipend (40.9%)
*6 Month Sabbatical (31.5%)	*6 Month Sabbatical (22.1%)	*6 Month Sabbatical (16.5%)

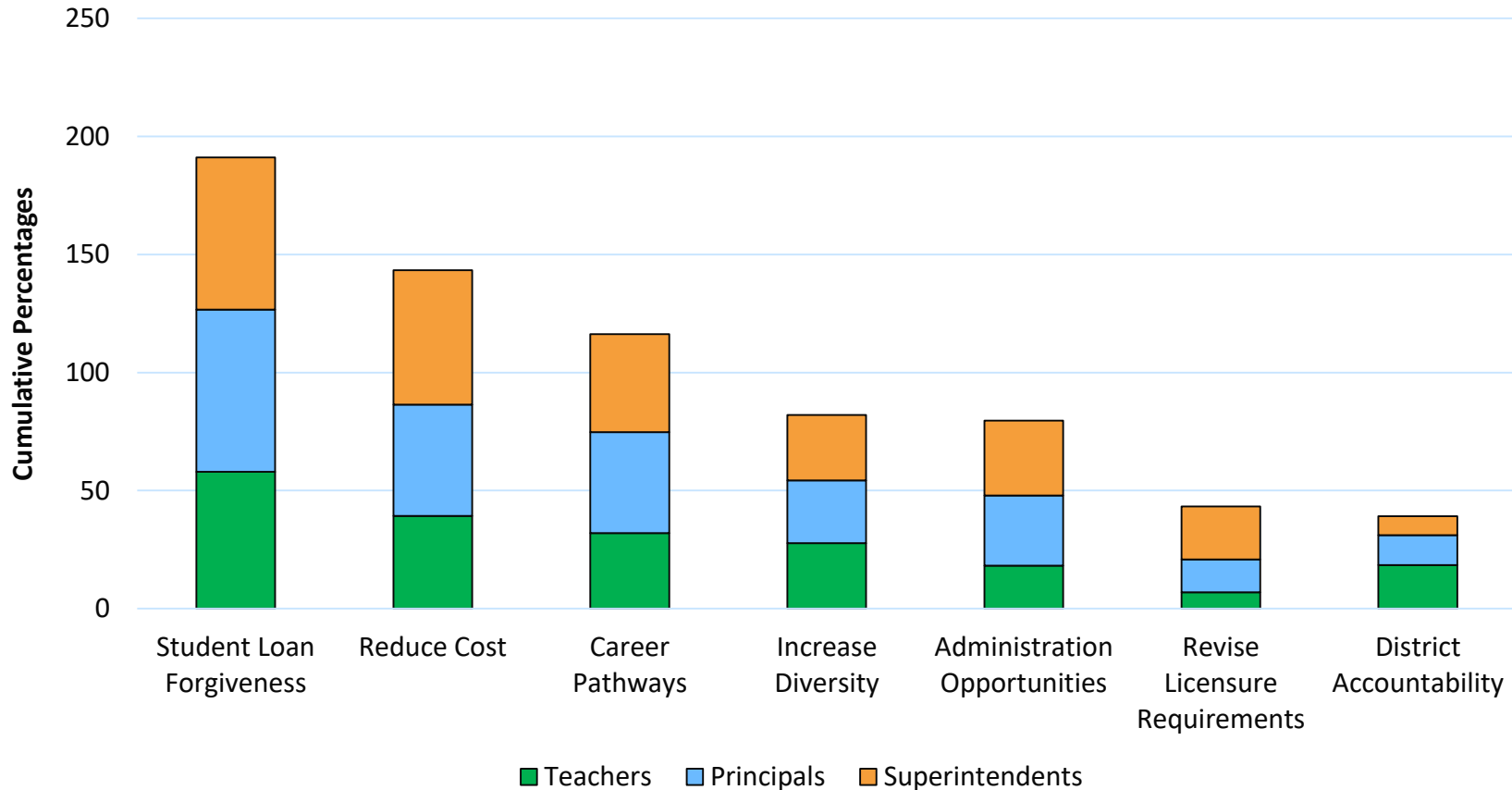


# Professionalize Teaching

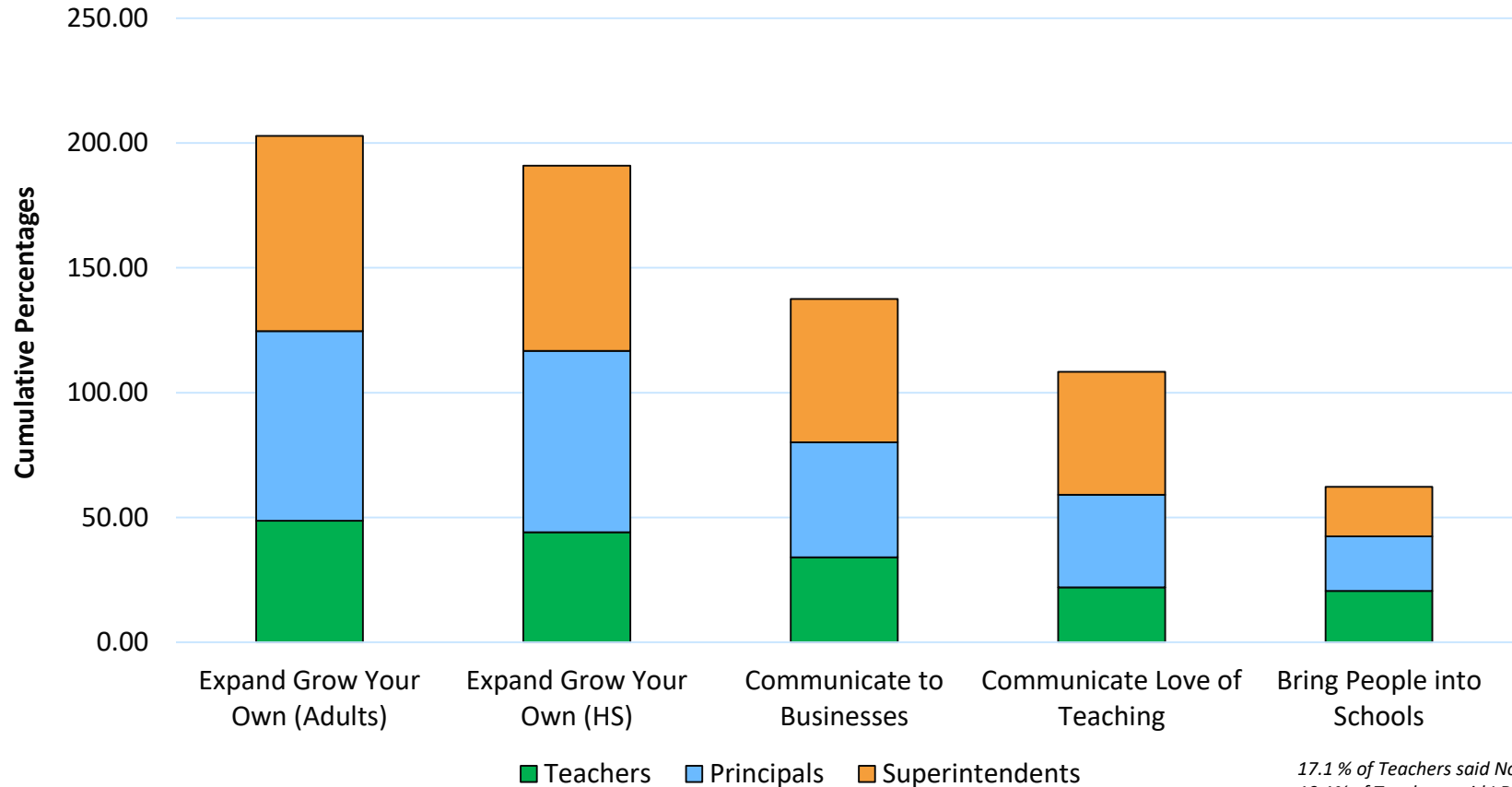


Teachers	Principals	Superintendents
*Increased Flexibility (77.3%)	*Increased Flexibility (75.2%)	*Increased Flexibility (66.1%)
Support Teacher Mental Health (71.2%)	Leadership Opportunities (63.4%)	Leadership Opportunities (59.4%)
Leadership Opportunities (50.8%)	Support Teacher Mental Health (60.2%)	Teachers as Advocates (44.0%)
Teachers as Advocates (38.8%)	Teachers as Advocates (48.9%)	Support Teacher Mental Health (43.7%)
Differentiated Pay (19.4%)	Differentiated Pay (25.5%)	Differentiated Pay (36.7%)

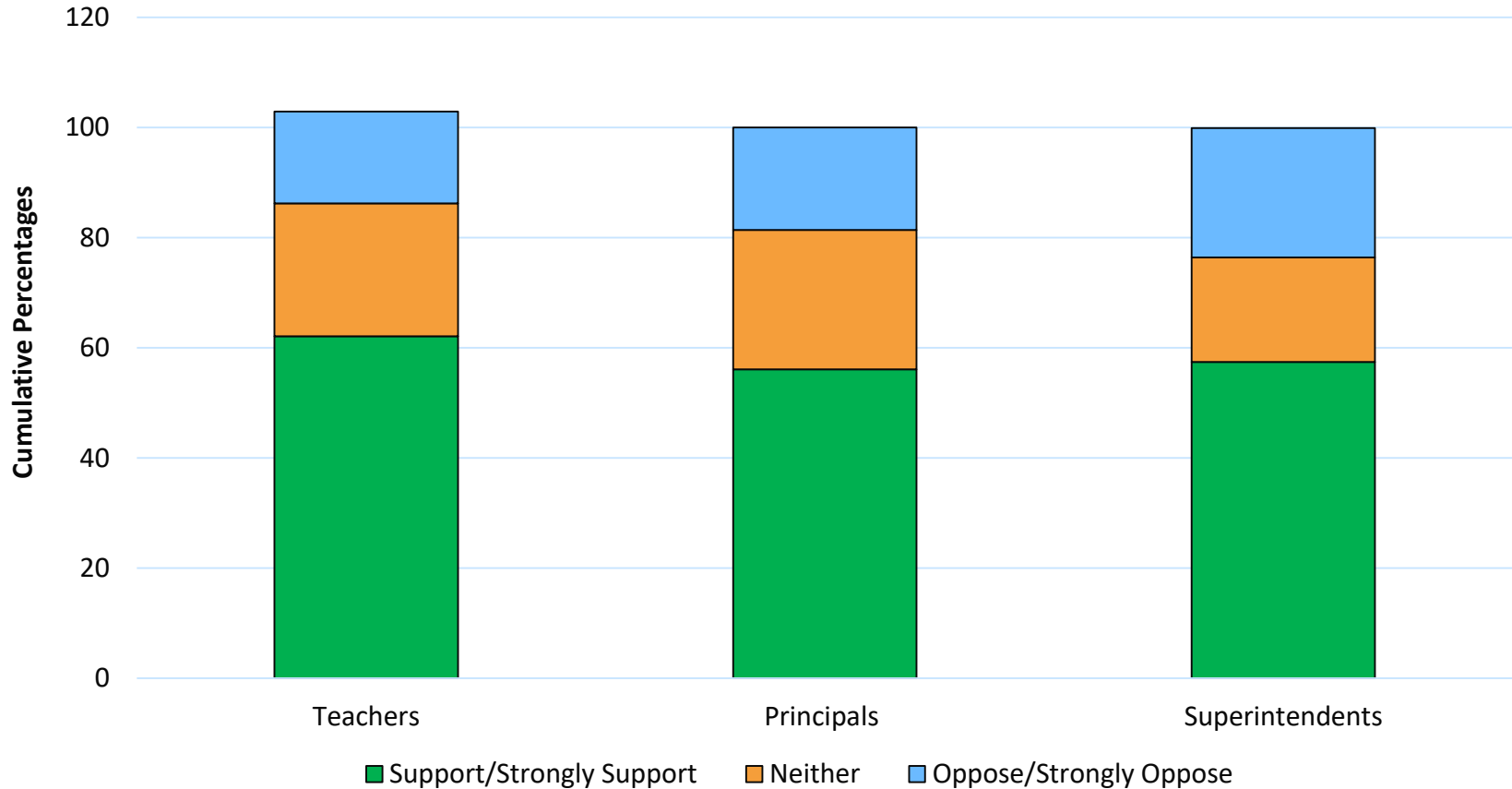
# Increase Teacher Diversity



# Teacher Recruitment Strategies



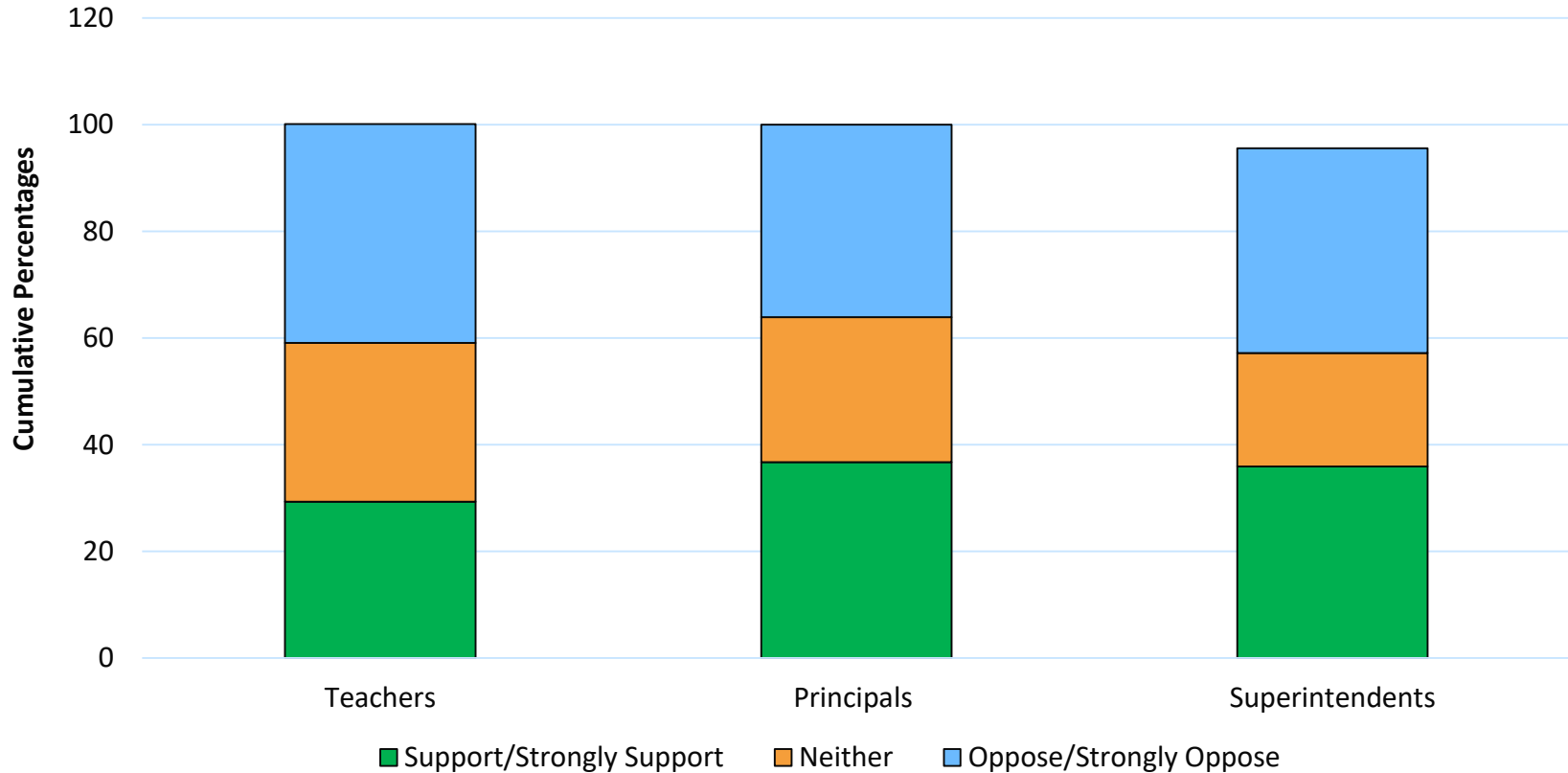
# State Salary Schedule



# Financial Incentives



## Metrics Based on Student Success



# Reactions to Different Strategies



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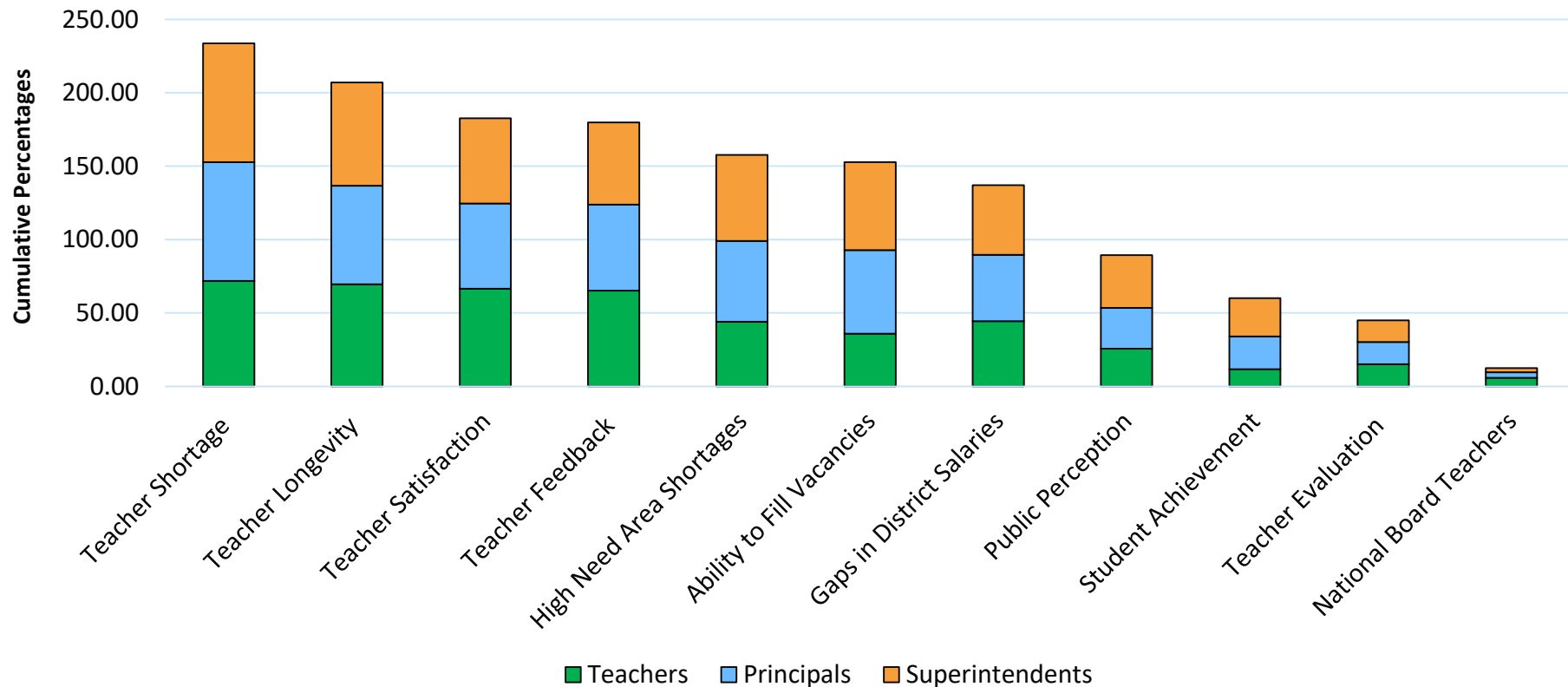
**Which of these would make you want to leave your position?**

Teachers	Principals	Superintendents
Evaluation data to inform salary (60.8%)	Evaluation data to inform salary (49.1%)	Evaluation data to inform salary (38.7%)
Differentiated pay (48.7%)	Differentiated pay (31.6%)	District consolidation (37.3%)
Financial Incentives linked to student success (33.0%)	District consolidation (29.8%)	Differentiated pay (26.3%)
District consolidation (30.9%)	Financial Incentives linked to student success (25.1%)	Financial Incentives linked to student success (26.3%)
School consolidation (26.9%)	School consolidation (22.1%)	School consolidation (20.4%)
State funding for smaller districts (12.6%)	State funding for smaller districts (11.0%)	State funding for smaller districts (12.9%)

# Success of Strategies



Data to determine if strategies were effective in strengthening the teacher workforce



# Public Hearing Feedback



- *Include teacher voices in solutions*
- *Expand wrap around services to support teachers*
- *Increase funding for small schools*
- *Increase pay so teachers don't have to work two jobs*
- *More support for administrators*
- *Make it easier to enter the profession*
- *Create a dedicated funding source*
- *Explore competency-based learning*
- *Find ways to reduce student debt or expand loan forgiveness*
- *Develop more alternative pathways*
- *Come visit classrooms to see what it is really like*



# Public Hearing Feedback



- *Support teachers with housing assistance*
- *Expand teachers' planning time*
- *Conduct regular surveys of teachers*
- *Adjust salaries to inflation*
- *Make compensation match expectations*
- *Fund In School Suspension rooms in rural schools*
- *Increase Grow Your Own programs*
- *Use available data from MSTA and MNEA*
- *Support teacher learning*
- *Develop more alternative pathways*
- *Come visit classrooms to see what it is really like*
- *Provide support to teachers with stress and student behavior issues*



## Contact

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